Employees’ Advisory Council – Delegate Meeting Minutes
Extension Services, 12520 Ulmerton Road, Largo, FL
Thursday, September 26, 2019, 8:00 a.m. – 10:00 a.m.

Prepared by Leena Delli Paoli

Call to Order
The EAC Delegate meeting was called to order at 8:05 a.m. by Chair Lisa Arispe.

Comments from Holly Schoenherr, Director of Human Resources
- Benefits package to remain the same, however info sessions are still being provided to answer any questions you may have. Flyers provided to Delegates
- Employee Medical Contributions – Cost will remain the same.
  - Employees have been making smart choices when it comes to their medical and prescription costs.
  - Employees are encouraged to continue making good choices
- Open Enrollment – November 1st – 14th
  - All employees must participate in open enrollment even if they are not making any changes.
  - If an employee chooses not to participate in Open Enrollment, they will be given default benefits, and they may not like the choice
- Biometric Screening and Rally Health Survey – Both must be completed by December 31st to keep from paying the additional $500.00 insurance premium
  - HR does not recommend waiting until the last minute to complete either requirement. Supply shortage and/or computer complications are not valid excuses for not completing the requirements.

Guest Speaker – Mike Twitty, Pinellas County Property Appraiser
Mr. Twitty gave a presentation titled Value Trends, Flood Maps, Pending Legislation and New Website
- Value Trends:
  - Just Market Value – Is about the same as in 2007
  - Taxable Value – about 85% of 2007
  - New Construction – 55% Single Family Homes
    27.3% Multi Family Homes
    18.5% Commercial Properties

  - New construction has dwindled because Pinellas County is running out of undeveloped land. For the most part something must come down for something new to go up, although there are some underdeveloped areas.
  - Florida has always received unfair treatment in the National Flood Insurance Program (NFIP). Over the years Florida has paid in 4 times the amount that has been paid out.
  - NFIP Methodology Change – Attempting to use better data, mapping and modeling to rate risk more appropriately at the property level. Dating variables disclosed to date include: Flood Type (coastal, rainfall, etc.), Proximity to Water, Surge Models, Replacement Cost, Construction Type, and Lowest Floor Elevation (LFE). Premiums will not be released until April 2020 and will take effect October 2020.
The NFIP has not given any information on their math. Mr. Twitty is working on getting these numbers/information.

- **Flood Zones will be changing** – You can view your preliminary vs. current flood zone on the [Pinellas County Property Appraiser’s Website](#) or on the [Flood Site](#)
  - Question was asked, can a citizen bring in a private evaluation of their homes flood level? Answer: Yes, a citizen could bring the report to the Property Appraisers Office.

- **Common Misstep – Portability Timeframe**
  - Time limit to port the SOH cap benefit to a new property is 2 years from January 1 of the last qualified HX exemption
  - The 2 tax year limit is *not* calculated from the specific sale date of the property, but Jan 1 of year sold
  - Effective port window of 1 to 2 years depending on month of sale
  - Only *one tax year* with no homestead exemption is permitted in order to transfer your cap benefit

- **New Website** – The new website is currently under development. New site to add additional features/functionality: Increase new buyer awareness of Property Valuation and taxation process, additional GIS Data Layers, enhanced search tools and report options, data visualization and analytics, mobile friendly and enhance online application forms and surveys.
  - We Want to Know… If you would be interested in being a Beta Tester for the new website email [mike@pcpao.org](mailto:mike@pcpao.org)

### Charles Toney, BCC Group IV – Merit Pay Presentation

- Charles shared the Merit Pay presentation that he gave at the May 14, 2019 joint EAC and Appointing Authorities meeting.
- Charles’ presentation shows the value in establishing and implementing a merit pay system like the previous Pinellas County system.
- Charles presented information showing the estimated annual cost to the county for the implementation of our proposed merit pay system and compared that to the estimated cost that the county spends annually in training new employees who later leave due to a presumed lack of merit pay.
- Charles pointed out that his PowerPoint Presentation reflects the plan that the EAC provided to the Appointing Authorities, which is not the same plan that the Appointing Authorities are looking at.
- Charles also let the Delegates know that even though Merit Pay is now in the hands of the Appointing Authorities, the EAC Representatives continue to provide feedback and monitor the progression.
- Question: Instead of using face reviews as the method to determine if an employee should be entitled to a Merit Increase, couldn’t we look at using a point system? The point system would allow individuals to receive a certain number of points based on the training and certificates that they hold. This would allow merit to be about the math and not opinions. Answer: We already presented our plan to the Appointing Authorities; however, we continue to meet with them on the subject so we can definitely bring up your suggestion.
Marion Nuraj, Clerk South – Voluntary Benefits/Supplemental Insurance
- Marion explained that the EAC Representatives are currently looking at new items to work on in the upcoming year. He further explained that the EAC Reps will be going over the topics that have been given to us by employees and deciding which items we would like to move forward with at this time.
- One of the items that the EAC is currently considering is the possibility of offering Voluntary benefits to employees. Voluntary benefits are benefits that can be purchased by employees in addition to the core benefits. Voluntary benefits could include things like: Accident insurance, Critical Illness insurance, Hospital indemnity insurance, etc.
- Currently employees are able to purchase these types of insurance as individuals, however companies who offer Voluntary Benefits typically provide group discount rates.
- Prior to deciding that Voluntary Benefits will be one of our EAC initiatives, we need to be sure that this is something employees would like us to proceed with. Henry Gomes, BCC Group 1, created a survey, through Survey Monkey, which he asked the other EAC Reps to distribute.
- The results of the survey and the other items that have been submitted will be discussed at the next EAC Representatives meeting, October 16, 2019.

Leena Delli Paoli, Clerk North – Pinellas County Employee Advocate Program
- Leena shared the Pinellas County Employee Advocate Program presentation that she created as a tool to talk with the EAC Delegates about the Advocate Program in the hopes that more employees will consider becoming advocates.
- The Employee Advocate Program was designed to help employees who are facing disciplinary action and/or have filed a grievance. Employees can request that an Employee Advocate attend a hearing with them as an alternative to attending alone, bringing a friend or family member, or hiring an Attorney.
- Leena talked about some of the misconceptions surrounding the Employee Advocate Program:
  - “Advocates have to help everyone who contacts them”
    - Advocates are not required to help an employee. They may choose to help employees on a case by case basis.
  - “You must be a great public speaker”
    - Advocates do not have to be public speaking experts, however they need to be able to explain situations accurately and effectively while remaining respectful and professional.
  - “Advocates are attorneys and must act as such”
    - Advocates may do some research to help an employee explain their side, but they are not attorneys and are not expected to provide the employee legal advice.
  - “Advocates must argue on behalf of the employee”
    - Advocates are there to support the employee and help them explain their side. The advocate may or may not speak on behalf of the employee (employee and advocate decide this together)
- Leena discussed the requirements and the benefits of being an Employee Advocate.
  - Requirements of being an Advocate include: Non probationary full-time classified employee. May not have any active disciplinary action and you must have the approval of your supervisor.
  - Benefits of being an Advocate include: Can be listed on your resume, help others in need, networking throughout the county, and developing an understanding of Personnel Rule 6
- If you are interested in becoming an Employee Advocate you may apply by filling out the Employee Advocate Application
• Additional questions contact Lisa Arispe, Leena Delli Paoli, or the Employee Relations staff 727-464-3506

**Adjourned**
Meeting adjourned at 10:10 a.m., to allow for Representatives to meet with their delegates.

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<tr>
<th>Lisa Arispe*</th>
<th>Donna Beim</th>
<th>Linda Cahill</th>
<th>Richard Carvale*</th>
<th>Kevin Connelly*</th>
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<tr>
<td>Leena Delli Paoli*</td>
<td>Henry Gomez*</td>
<td>Bill Gorman*</td>
<td>Clare McGrane*</td>
<td>Doris McHugh*</td>
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<td>Marion Nuraj*</td>
<td>Randy Rose*</td>
<td>Ashley Skubal*</td>
<td>Christian Steiermann*</td>
<td>Charles Toney*</td>
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*EAC Representatives in attendance at this meeting.